



## **LABOR-MANAGEMENT PARTNERSHIP COUNCIL**

**12 – 16 MAY 2003**

### **UNION REPRESENTATION:**

Nancy Bates, Chief Negotiator  
Paul Almryde  
Mike Lincoln  
Julie Morales  
Bob Smith  
Dave McFerrin  
Terry Ware  
Rodger Dean

### **Recorder:**

Judy Heintzelman

### **MANAGEMENT REPRESENTATION:**

Emily Perry, Chief Negotiator  
Greg Porter  
Jose Martinez  
Richard Kotick  
JoAnn Spencer  
Greg Porter  
Lawrence Cooper  
Tom Brennan

### **Facilitator:**

Kelley Leavens

### **OPENING REMARKS:**

The Chief Negotiators welcomed the council. They both confirmed that MG Paul D. Monroe, Jr. would be joining us the afternoon of Thursday, May 15, 2003.

Lawrence Cooper presented an overview of his career and the paths that lead him to his new position as Director of the Human Resource Office. He shared his philosophy and goals that included a full workforce and an eye on the future of the Guard.

The Facilitator began the meeting with roundtable introductions of all LMPC member participants, and administrative announcements were made.

### **OLD BUSINESS:**

The following items were discussed:

- Item 01-04. This item is closed. Travel card SOP is on the financial news website.
- Item 01-05, Travel Advance Procedures - briefly discussed and decided to leave this item open.
- Item 02-01, Janitorial Service - this item is currently being worked, as this demand is still not being implemented in the field.
- Item 02-02, Information Sharing – dissemination of information put out from this council will be posted on the HRO website as well as on the Union website.

### **COUNCIL BUSINESS:**

MG Monroe, our honorary guest, presented his vision and goals for the CA ARNG and also stated his outlook concerning his commitment to the LMPC. He reiterated his support and encouragement for active participation of

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all council members. He expressed a desire to attend the council meetings at least once a year. He proceeded to answer the council's questions that included the 4-10 work schedule, janitorial services, facility conditions, travel card and voucher issues, and the policy on violence in the workplace. He also gave the council his insight on legislative matters.

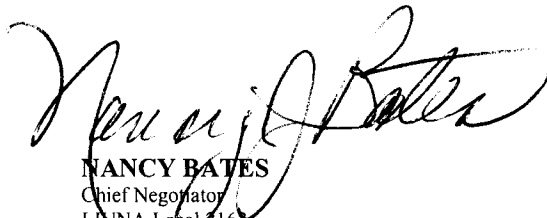
The council also heard from a representative from Enterprise Rideshare program. Information will be brought back to the HR to field/staff the mass transportation incentive for federal workers.

**CURRENT BUSINESS:**

The council provided feedback on the current Violence in the Workplace Policy. Questions are still arising as to the exact implementation, training, and definition of "zero-tolerance."

**CLOSING REMARKS:**

The next council meeting will be held 18-21 August 2003.



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